**Initial Teacher Training (ITT) Provision Expansion pilot**

**Q & A**

**Background**

**What is this about?**

The government wants to ensure every young person can reach their potential – and great teachers are at the heart of this. In the government’s social mobility national plan*,* [*‘Unlocking Talent, Fulfilling Potential’*](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/667690/Social_Mobility_Action_Plan_-_for_printing.pdf)the first challenge is to improve the quality of teaching in challenging areas and schools.

This pilot is intended to support our best teacher training providers to expand their reach into challenging areas, so more areas benefit from excellent teacher training, and help increase the supply of great teachers to the schools that need them the most.

As part of this expansion, providers will be working directly with Ofsted category 3 and 4 schools. It is widely agreed in the sector, and supported by research evidence[[1]](#footnote-1), that ITT can contribute to school improvement. As the objective is to improve teacher supply in these areas, providers will offer support to trainees to go on to employment in the target schools.

**Who can take part?**

We will support ITT providers graded ‘Outstanding’ by Ofsted to improve teacher supply and increase social mobility in challenging areas and schools.

**I’m not an accredited ITT provider - can I bid?**

This pilot is targeted at existing accredited providers currently graded by Ofsted as ‘Outstanding’. This is because it’s important that providers are of the highest quality to ensure high quality training effectively supports trainees and NQTs.

However, if you are an accredited provider rated less than ‘Outstanding’, you are free to collaborate with other providers, so long as the lead provider is ‘Outstanding’.

**I’m rated outstanding for only for primary or secondary ITT provision. Can I expand provision for which I am not ‘Outstanding’?**

No. the Department will only support bids which expand ‘Outstanding’ provision. E.g. If you are only ‘Outstanding’ for primary ITT, then we will only support the expansion of your primary ITT under this pilot.

However, if you have a phase rated less than ‘Outstanding’, you are free to collaborate with other providers and make a proposal, so long as the lead provider for each phase is Ofsted ‘Outstanding’.

**Location for expansion**

1. **Where are the regions that you are targeting?**

You may propose expansion into any of the Category 5/6 ‘Achieving Excellence Areas’, the 12 Opportunity areas. You may also propose any other area provided you supply compelling evidence of teacher supply need and impact in your bid.

You may wish to refer to information in the recently published [Teachers Analysis Compendium 3](https://www.gov.uk/government/statistics/teachers-analysis-compendium-3), and use the related analysis tools.

1. **What are the ‘Opportunity Areas’?**

Details of the delivery plans for all OAs are available on the GOV.UK website: <https://www.gov.uk/government/publications/social-mobility-and-opportunity-areas>

1. **What are the Category 5/6 ‘Achieving Excellence Areas’?**

These are set out in *Educational Excellence Everywhere* available on GOV.UK here: <https://www.gov.uk/government/publications/educational-excellence-everywhere>

1. **Can I expand into a region not covered by this pilot?**

You may propose areas for expanded provision outside the Category 5/6 ‘Achieving Excellence Areas’ and the 12 Opportunity areas, provided you offer compelling evidence of need and potential impact in your bid.

1. **Can I directly compete with existing providers in an area?**

The aim of the pilot is for you to recruit new Category 3/4 schools into ITT, rather than working with those already engaged in another partnership. Incentive payments will be restricted to schools that are less than ‘good’ and new to ITT.

**I thought 90% of the country had access to a school involved in ITT? Why do we need further expansion?**

We are aware that certain subjects and regions of the country have experienced challenging teacher recruitment. The expansion of teacher training provision has not always been targeted at specific areas, and has not always delivered new teacher supply to schools in areas most in need.

We want to support providers to expand their reach into areas that struggle to recruit the teachers they need, and work with schools who previously may not have been involved in ITT, to deliver school improvement.

1. **What does ‘expansion’ mean?**

ITT expansion will involve providers working to extend their partnerships, and take on more ITT trainees. This could involve increasing the reach of their existing provision.

Providers have a great deal of flexibility in how they expand their provision. Providers situated some distance from target areas may wish to establish ‘satellite hubs’ in target areas. Any proposed expansion will be required to include schools new to ITT, that are Ofsted category 3 and 4 schools.

The level of funding granted by the Department will depend on your bid’s scope, complexity and likely impact.

1. **What is a ‘hub’?**

There is no formal definition and providers are free to develop their own management model. Based on the precedents we are aware of a hub is likely to be semi-autonomous, but under the management and brand of the Outstanding provider which will be responsible and accountable for it.

**Schools**

1. **Won’t working with schools less than ‘good’ risk any future Ofsted inspection rating?**

The Ofsted inspection framework is clear that to obtain an ‘Outstanding’ judgement in the ‘Leadership and Management of the Partnership’ cell, providers must work with schools that are less than ‘good’.

1. **Which schools will be eligible for incentive payments?**

Schools that are new to ITT, and that are rated by Ofsted as ‘less than good’, where these schools are recruited to the partnership within the eligibility period.

1. **Where can I find a list of school that are rated less than ‘good’ according to Ofsted?**

These are available on the Ofsted reports website.

1. **What defines a school as new to ITT for the purposes of this pilot?**

A school not currently involved in an ITT partnership, and not subject to a partnership agreement with any accredited provider. As part of the bidding process, we will require verification of this status for all potentially eligible schools.

**Do I have to work exclusively with schools rated less than ‘good’?**

Although providers may work with ‘good’ or ‘outstanding’ schools as part of the pilot, the strongest proposals will focus on working with category 3 and 4 schools. We will support only schools that are new to ITT, and rated less than good in the target areas.

**NQTs can’t serve induction in the target schools can they?**

Induction can be served in schools in RI and serious weaknesses. Additionally, induction can be served in schools in special measures, subject to the agreement of Ofsted.

**We already engage with many schools in these categories. Do we miss out because those partners won’t be ‘new’?**

This pilot is intended to grow ITT provision in challenging areas, improving supply to schools that need them the most. This requires providers to engage specifically with **new** partners, particularly category 3 and 4 schools. Incentives will be restricted to schools that are less then ‘good’ and new to ITT.

1. **When does a school have to be categorised as Ofsted 3 or 4 to join the partnership, and be eligible for incentives?**

Proposed partner schools must be graded as category 3 or 4 at the time that they become a partner of the provider under this pilot. This will be on any date between the pilot launch date (w/c 19/03/18) and the pilot delivery date (1/9/19). For eligible schools added after the bidding stage, DfE will require verification of their status.

1. **What if a school’s Ofsted grade improves during the pilot?**

Ofsted grade change will not affect eligibility or any funding agreements.

**Is there a minimum/maximum number of schools I have to work with?**

No- expansion is entirely at provider discretion, although the scope of the proposed expansion will be taken into account by the Department at the bidding stage.

**Can I add schools to the partnership as I go along?**

Yes- schools can be added to the partnership over time. However, we expect a robust proposed partnership at the bidding stage.

**Funding**

1. **Will I get more funding if I set up a ‘hub’?**

The level of funding granted by the department will depend on your proposal’s scope, complexity, potential impact, and value for money.

**What funding is attached to this pilot? Grant or contract?**

The Department has assigned around £3 million in grant funding to this pilot, spread over a three-year cycle.

Support for those who are successful may include seed funding grants and payments to providers and schools to support trainees/NQTs training/teaching in Category 3/4 schools new to the partnership. Providers should set out any funding requests in their bids.

The Department will assign grant spending depending on the number, quality and proposed value of bids.

**How many bids are you funding?**

All proposals will be evaluated individually, and there is no set number that we will support. The DfE will support the strongest proposals that can demonstrate value and impact against the objectives.

This is an ambitious and challenging pilot project and we will only support high quality, well developed bids. Providers should think carefully about whether they can meet this requirement before investing in developing their bids.

**I am already engaged in another DfE initiative, for which I am receiving funding. Can I also receive funding from this pilot for the same or similar activity?**

The Department will not double-fund the same or similar activity. You may find that some Department initiatives complement the ITT Expansion Pilot, but in order to qualify for additional funding, you must demonstrate the additional impact that your proposal will make.

**Support**

**Is there any other support available?**

Each successful partnership will be closely monitored and supported by the department. There will be a dedicated project lead for each bid, and support may include DfE expert associate support visits, participation in occasional face-to-face workshops and/or online events, and provision of summary progress reports from providers.

Providers may request additional support in their bidding documentation.

**Monitoring**

**How will DfE monitor progress?**

We will work with successful providers to monitor progress and capture learning. This is likely to involve provision of summary progress reports, including qualitative, quantitative, and financial updates.

**Other**

1. **Can I propose a new route to QTS as part of this pilot?**

No, the pilot should use existing routes to QTS.

1. **Will our pilot receive innovation status?**

No, innovation status is restricted to new routes. This pilot will be a part of your overall ITT provision, subject to Ofsted inspection. It must at all times remain compliant with the [ITT Criteria](https://www.gov.uk/government/publications/initial-teacher-training-criteria).

1. **Is this an innovation pilot?**

No – this a provider expansion pilot. However, many of the objectives are similar, notably securing teacher supply to schools in greatest need.

1. **Are trainees currently on an undergraduate programme eligible for inclusion in this pilot?**

Final year undergraduate trainees in the 2019/20 training year may be involved in this pilot.

**Launch and next steps**

**What are the key dates in this project?**

You must submit your Expression of Intent form by 30th April 2018, and your final proposals by 3rd June 2018.

We will assess bids from providers by the end of June, and inform successful bidders by the end of July 2018.

Providers will start recruiting trainees from autumn 2018, and these recruits will commence training in September 2019. The first NQTs will be employed from September 2020.

**Next steps?**

In order to be eligible to make a submission, you must first submit an Expression of Intent form to ITT.INNOVATION@education.gov.uk, stating your accredited provider name, and providing contact information.

The Expression of Intent form confirms your intention to submit a bid for the ITT Expansion pilot.

The Expression of Intent form **must** be received by the Department by 30th April 2018 for your bid to be considered.

**Who can I contact if I have further questions?**

Please contact the ITT Market Management team at the DfE by email: ITT.INNOVATION@education.gov.uk

1. \*Does school‐based initial teacher training affect secondary school performance?- **Hurd 2008**

The Impact of Trainee Teachers on School Achievement- **Hurd 2007**

The Costs and Benefits of Different Initial Teacher Training Routes- **Institute for Fiscal Studies 2014** [↑](#footnote-ref-1)